



ARMY G 3/5/7

# ***Department of the Army Civilian Leader Development***



**Alice Muellerweiss**  
**Chief, Civilian Leader Development**  
**Office of The Deputy Chief of Staff, G-3/5/7,**  
**Training**



# Agenda

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- Purpose
- Goal
- Background
- Influencing Factors
- Current Status
- Army Civilian Leader Development Programs
- Civilian Education System (CES)
- Army Training Leader Development – Civilian (ATLD-CIV) Implementation Plan
- Summary
- Points of Contact

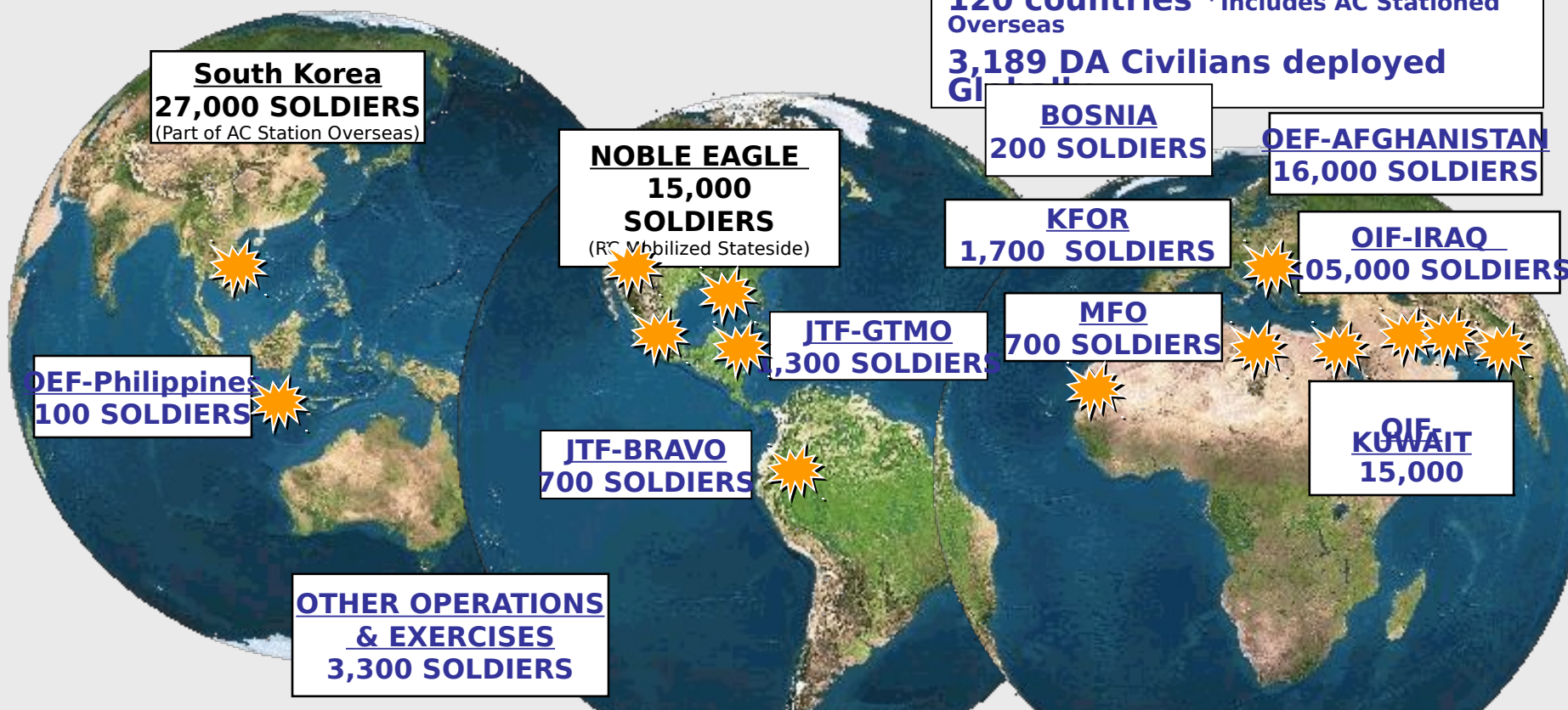


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# Purpose

**To provide an overview  
of  
Army Civilian Leader  
Development programs and  
initiatives  
to the  
Contracting Intern  
Professional Workshop**

# Army Global Commitments



**264,000\* Soldiers overseas in 120 countries** \*Includes AC Stationed Overseas  
**3,189 DA Civilians deployed**

**AC STATIONED OVERSEAS**  
120,000  
**AC STATIONED STATESIDE**  
373,000

AS OF 4 Apr 05

Army Personnel Strength		
Component	R/C Authorized for Mobilization / On	
	Current Orders	
- Active (AC)	494,000	N/A
- Reserve (RC)		
USAR	204,000	48,000
ARNG	333,000	105,000
	1,031,000	





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# Training and Leader Development Goal

**To develop a force trained to mobilize, deploy, fight, and win throughout the full spectrum of conflict anywhere in the world**



**To transform the Army Institutional Training base, Training Units and Self Development to develop Military and Civilian leaders of change for Future Forces capable of successful operations in a JIIM environment in support of the Combat Commanders.**



# Background

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- Army Training Leader Development Panel (ATLDP) Civilian Study
- Implementation Guidance finalized
- Leader Development and Education Task Force validation
- ATLDP brief to CSA
- Executing the Army Training Leader Development - Civilian (ATLD-C) Implementation Plan
- Influencing Factors



# Influencing Factors

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# Current Status

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- Civilian Leader Development Proponency moved from G-1 to G-3
  - Policy, management, and funding of centrally funded Leader Development Core Curriculum
  - SSC and DLAMP Policy
- Civilian Training retained by G-1
  - Functional Training Policy
  - Operations – DLAMP/SSC/SBLM Boards
  - Long Term Training
  - Competitive Professional Development



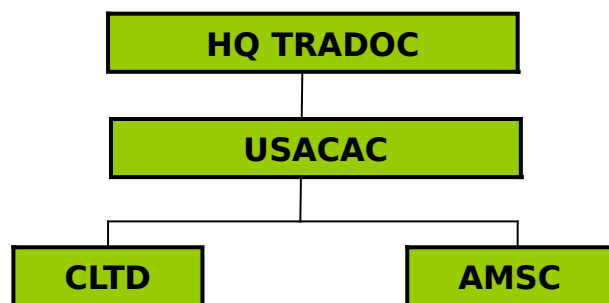


# Current Status, cont

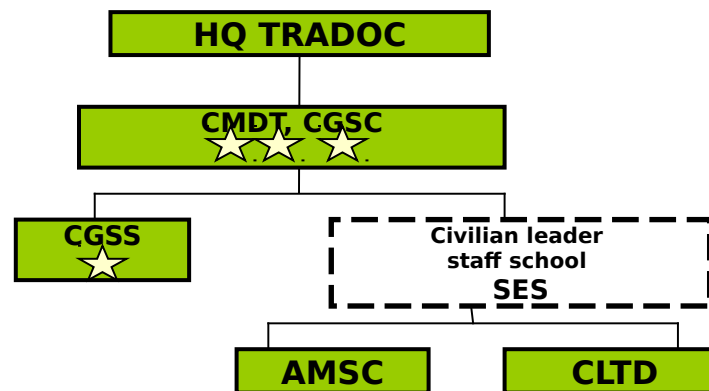
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- TRADOC executive agent for Leader Development Education and Training
  - Commanding General (CG) TRADOC approved the CES Concept Proposal for Leader Development on 13 Dec 04
  - HQDA approved TRADOC CES Concept Plan for Manpower/CES development March 05
- Civilian School Houses realigned under TRADOC

## Current



## Future:





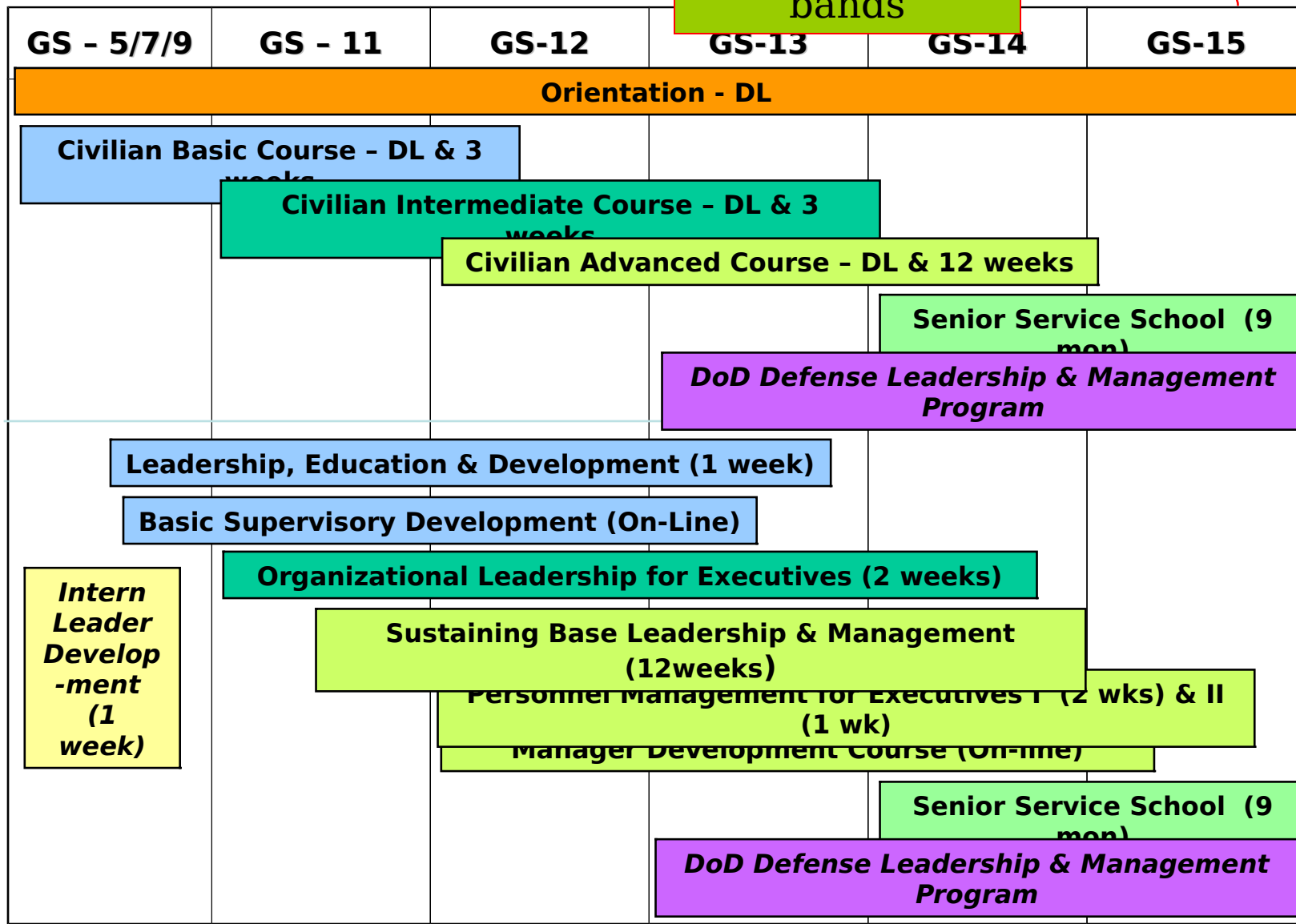
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# Army Civilian Leader Development

Future pay bands

Proposed

Current





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# Civilian Education System (CES)

- Competency based - implementation in 4Q FY07.
- Concept to design, implement, and sustain a CES that will capitalize on existing military and civilian leadership programs.
- Based on leader competencies derived from OPM competencies and competencies identified/proposed by the Center for Army Leadership (CAL) in the emerging FM 6-22.
- Proposed architecture, encompassing Army civilians, includes distributed learning modules followed by resident training to achieve essential learning outcomes.
- CES includes an orientation followed by four levels of leader training, which includes SSC as the last phase.
- CES will initially be anchored to existing civilian education courses.



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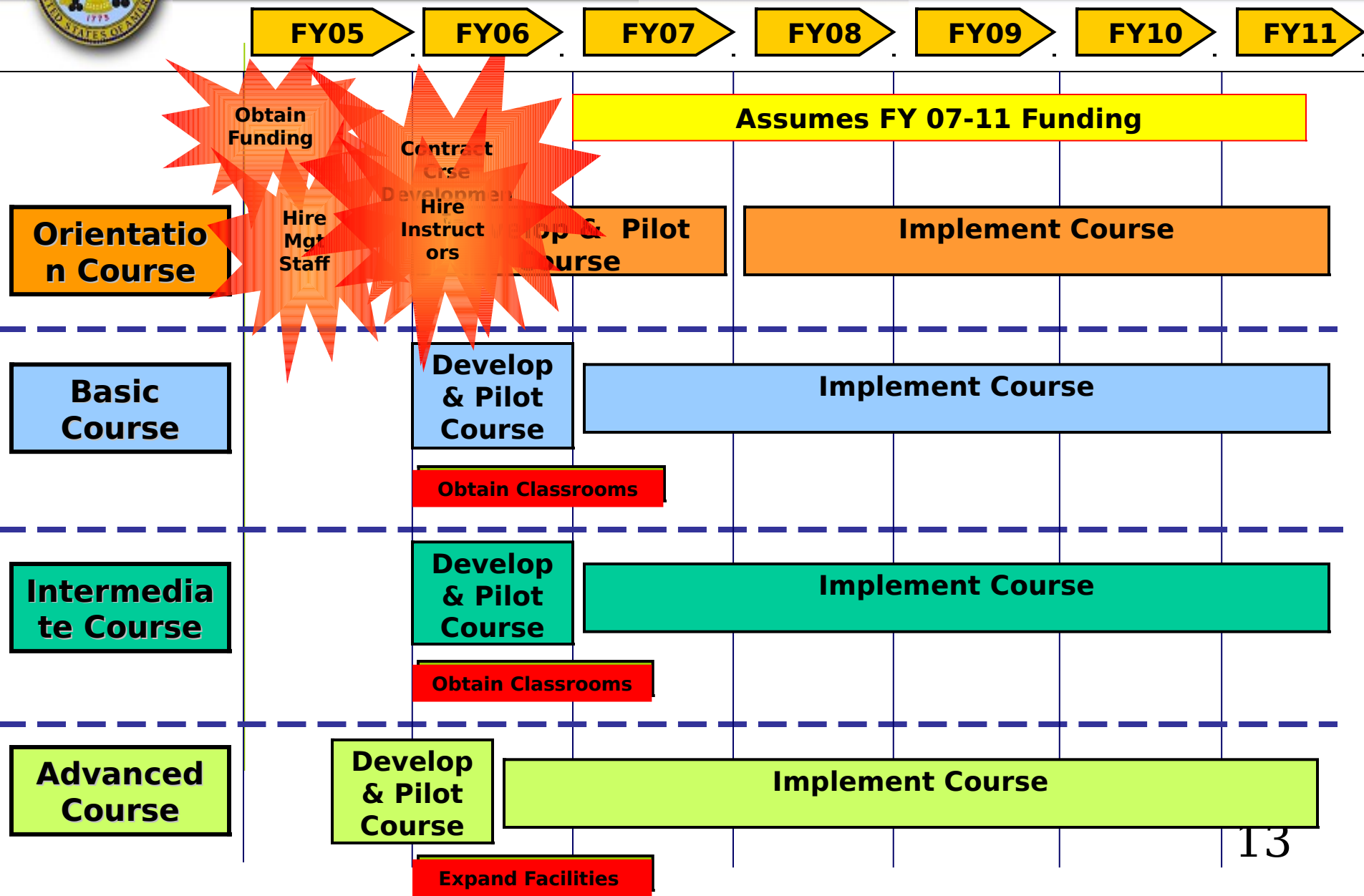
# CES Competencies

Common Leader Competencies		
CES FOCUS	FM 6-22	OPM
<b>INFLUENCING</b> <ul style="list-style-type: none"> <li>Communicating</li> <li>Decision Making</li> <li>Motivating</li> </ul>	Extending influence	external awareness; strategic thinking; partnering; political savvy; influencing/negotiating; integrity/honesty; conflict mgt; problem solving
	Ensuring shared understanding	oral comm; interpersonal skills; written comm; political savvy; influencing/negotiating
	Leading others to success; shaping climate	tm bldg; strategic thinking; svc motivation; customer svc; integrity/honesty; interpersonal skills; vision; entrepreneurship; creativity and innovation; leveraging diversity; accountability; resilience
<b>OPERATING</b> <ul style="list-style-type: none"> <li>Planning</li> <li>Executing</li> <li>Assessing</li> </ul>	Guiding successful operations	accountability; customer svc; entrepreneurship; conflict mgt; problem solving; financial mgt; HR mgt; decisiveness; tm bldg; flexibility; external awareness; political savvy; svc motivation; business acumen; project management
<b>IMPROVING</b> <ul style="list-style-type: none"> <li>Developing</li> <li>Building</li> <li>Learning</li> </ul>	Fostering growth in others	tm bldg; interpersonal skills; creativity and innovation; leveraging diversity; HR mgt; svc motivation
	Modeling sound values and behaviors	integrity/honesty; svc motivation; resilience; tm bldg; technical credibility; technology mgt; creativity and innovation; problem solving; flexibility; leveraging diversity
	Preparing self	resilience; continual learning; technical credibility; creativity and innovation; technology mgt; technical credibility; external awareness; leveraging diversity;



# CES Implementation Timeline

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# ATLD-CIV Recommendations

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## Completed...

- Realigned Civilian Schools under TRADOC
- Established Civilian Advisory Board
- Adopted an Army Civilian Creed

## Nearing completion...

- Army Civilian Handbook

## Ongoing...

- Strategic communications
- Integrating and strengthening relationships within Army
- Adopt and incorporate into doctrine Army civilian role





# Summary

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- The Army is committed to training, educating, and developing all of its leaders.
- There are opportunities for training and education
  - ATTEND and encourage others!
- CHANGE – new opportunities for leader development at all levels.
- Involve, inform, and educate others on the transformation of the civilian education system.



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# Points of Contact

## Civilian Leader Development

### G3/5/7 Training Directorate – Civilian Leader Development Division

Chief: Alice Muellerweiss -- 703-614-9805  
[alice.muellerweiss@hqda.army.mil](mailto:alice.muellerweiss@hqda.army.mil)

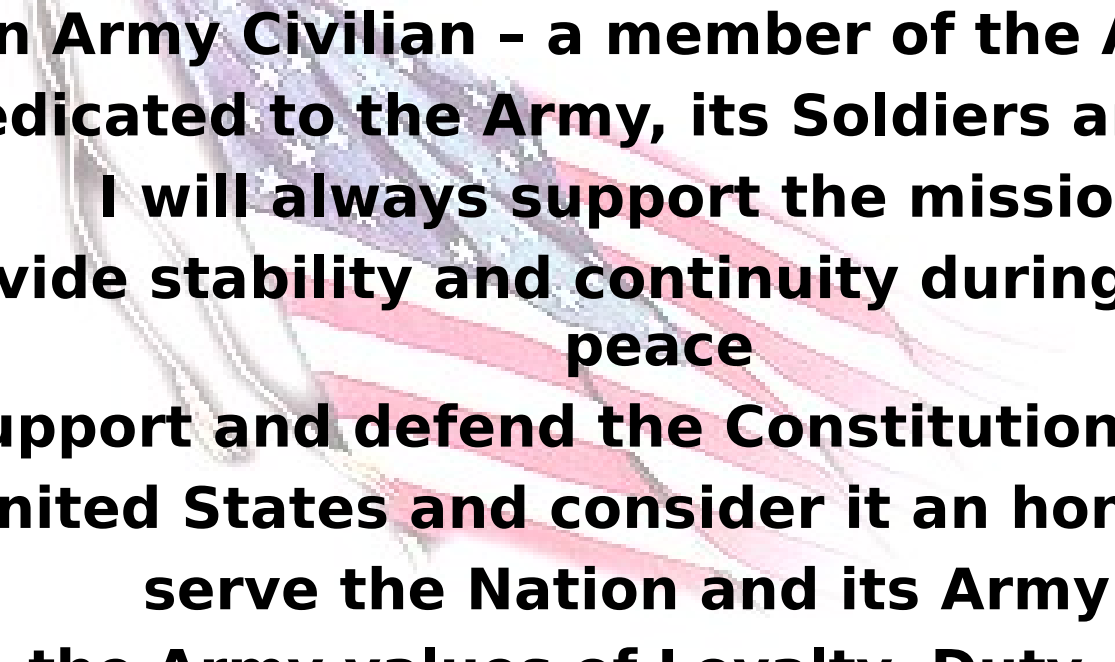
Policy: Ruth Ann Gurr -- 703-614-9804  
[ruthann.gurr@hqda.army.mil](mailto:ruthann.gurr@hqda.army.mil)

CES: David Germain -- 703-614-9738  
[david.germain@hqda.army.mil](mailto:david.germain@hqda.army.mil)

Tony Grant – 703-614-9702  
[anthony.grant@hqda.army.mil](mailto:anthony.grant@hqda.army.mil)

Website: [CPOL.Army.Mil/References and Tools/Training and LD](http://CPOL.Army.Mil/References%20and%20Tools/Training%20and%20LD)  
[AKO/Army organizations/operations](http://AKO/Army%20organizations/operations)

# ***The Army Civilian Creed***



**I am an Army Civilian - a member of the Army Team**  
**I am dedicated to the Army, its Soldiers and Civilians**  
**I will always support the mission**  
**I provide stability and continuity during war and peace**  
**I support and defend the Constitution of the United States and consider it an honor to serve the Nation and its Army**  
**I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage**  
**I am an Army Civilian**

